



STANDARDS OF APPRENTICESHIP
adopted by

**INLAND NORTHWEST CHAPTER ASSOCIATED GENERAL CONTRACTORS
CARPENTERS APPRENTICESHIP COMMITTEE**

<u>Skilled Occupational Objective(s):</u>	<u>(sponsor)</u>	<u>DOT and/or SOC</u>	<u>Term</u>
CARPENTER		47-2031.01	5200 - 8000 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

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By: MELINDA NICHOLS
Chair of Council

By: PATRICK WOOD
Secretary of Council

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The Washington State Apprenticeship and Training Council (WSATC) has the authority to develop, administer, and enforce apprenticeship program standards (Standards) for the operation and success of an apprenticeship and training program in the State of Washington.

Apprenticeship programs and committees function, administer, or relinquish authority only with the consent of the WSATC and only apprentices registered with the supervisor or recognized under the terms and conditions of a reciprocal agreement will be recognized by the WSATC. Parties signatory to these Standards declare their purpose and policy is to establish and sponsor an organized system of registered apprenticeship training and education.

These Standards are in conformity and are to be used in conjunction with the Apprenticeship Rules, Chapter 296-05 WAC (Washington Administrative Code); Apprenticeship Act, Chapter 49.04 RCW (Revised Code of Washington); The National Apprenticeship Act, 29 U.S.C. (United States Code) 50; Apprenticeship Programs, Title 29 Part 29 CFR (Code of Federal Regulations); and Equal Employment Opportunity in Apprenticeship and Training, Title 29 Part 30 CFR which govern employment and training in apprenticeable occupations. They are part of this apprenticeship agreement and bind all signers to compliance with all provisions of registered apprenticeship. Additional information may need to be maintained by the program that is supplemental to these apprenticeship standards. This information is for purposes of ensuring compliance with decisions of the WSATC and the apprenticeship laws identified above.

If approved by the council, such amendment/s and such changes as adopted by the council shall be binding to all parties. Sponsors shall notify apprentices of changes as they are adopted by the council. If and when any part of these Standards becomes illegal, as pertains to federal and/or state law, that part and that part alone will become inoperative and null and void, and the Department of Labor and Industries (L&I) may adopt language that will conform to applicable law. The remainder of the Standards will remain in full force and effect.

See WAC 296-05-003 for the definitions necessary for use with these Standards.

The following Standards of Apprenticeship, with supplements pertaining to the necessary work experience of the trade and progressive wage scale, have been prepared by the representatives and members of the carpenter trade from management. When approved by and registered with the Registration Agency, these Standards will govern the training of apprentices in this industry.

I. GEOGRAPHIC AREA COVERED:

The sponsor has no authority to conduct training outside of the geographical area covered by these Standards. The sponsor may enter into an agreement (portability agreements – see WAC 296-05-303(3)) with other apprenticeship committees for the use of apprentices by training agents that are working outside their approved geographic area. Also, if a reciprocity agreement (see WAC 296-05-327) is in place, the out-of-state sponsor may use their registered apprentices. The sponsor will ensure compliance with the provisions of any agreement recognized by the WSATC.

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The area covered by these Standards shall be the counties in the State of Washington as follows: Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman, and Yakima.

II. MINIMUM QUALIFICATIONS:

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner (see WAC 296-05-316).

Age: **Be at least 18 years old.**

Education: **High School or equivalent.**

Physical: **Be physically able to perform the work of the trade.**

Testing: **None**

Other: **Provide proof of age.**

III. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:

Sponsors with five (5) or more apprentices must adopt an Equal Employment Opportunity (EEO) Plan and Selection Procedures (see Part D of Chapter 296-05 WAC and 29 CFR Part 30).

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex, color, religion, national origin, age, disability or as otherwise specified by law. The sponsor shall take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Washington State Apprenticeship and Training Council and Title 29, Part 30 of the Code of Federal Regulations. (WAC 296-05-316(3))

A. Selection Procedures:

- 1. Applications will be available on year round basis, to all interested individuals at:**

**Inland Northwest Chapter Associated General Contractors
INWC AGC Carpenters Apprenticeship Committee**

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4935 E Trent
Spokane, WA 99201

2. Applicants shall provide a copy of their Social Security card and valid Drivers License as part of the completed application.
3. Completed applications are valid and on file at the apprenticeship office until the applicant is interviewed.
4. All applicants submitting a completed application shall be notified by letter of opportunity to be interviewed by the apprenticeship committee.
5. All qualifying applicants shall be scored and ranked by the apprenticeship committee using an objective interview system. All applicants will be asked identical questions by the committee.
6. After interviews all qualified ranked applicants shall be placed in an eligibility pool, subject to selection for a period of two years.
7. Applicants will be offered employment based on order of their rank in eligibility pool.
8. If ranked qualified applicant fails to respond to an apprenticeship job assignment, the Training Director of apprenticeship will notify the individual by certified mail, of their removal from the eligibility pool.
9. It shall be the responsibility of the applicant and/or qualified ranked applicant to notify the INWC AGC Carpenters Apprenticeship Committee Training Director of any change of address and phone number for contact purposes.

B. Equal Employment Opportunity Plan:

1. Participate in annual workshops, if available, designed to familiarize all concerned with the apprenticeship system and current opportunities.
2. Cooperate with school boards, community colleges, and vocational schools to develop programs, which prepare students for entrance into apprenticeship.
3. Disseminate information within shops or concerns, concerning equal opportunity policies of the program's sponsors.
4. Engage in OUTREACH or other such programs, where available, designed to recruit, pre-qualify, and place minorities and women (minority and

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non-minority) in apprenticeship. (If signatory to OUTREACH program, attach appropriate documents.)

5. To encourage establishment and use of pre-apprenticeship preparatory trade training and to provide that those who engage in such programs are given full and equal opportunity for admission into the apprenticeship program.
6. Use minority and women (minority and non-minority) journey-level workers and apprentices to promote the affirmative action program.
7. Engage in any other such action as stated above to ensure that recruitment, selection, employment, and training of apprentices during apprenticeship shall be without discrimination because of race, color, religion, national origin or sex.
8. Direct referral into apprenticeship openings of Job Corps graduates successfully completing a specific trade pre-apprenticeship Job Corps program, without regard to present eligibility lists.
9. Specific recruitment of qualified women (minority and non-minority) or minorities for direct entry as apprentices.

Discrimination Complaints.

Any apprentice or applicant for apprenticeship who believes they have been discriminated against may file a complaint (WAC 296-05, Part D).

IV. TERM OF APPRENTICESHIP:

The minimum term of apprenticeship must not be less than 2000 hours or 12 months of work experience in each occupation identified in these Standards as apprenticeable. The term of apprenticeship must be stated in hours or months of employment.

The standard term of apprenticeship for the trades stated shall be four (4) calendar years (5200 to 8000 hours) of reasonably continuous employment, including the probationary period.

The term stated herein is only a guideline for related training where competency based training is used since that system is competency based and allows for apprentices to advance at their own pace according to their accomplishment.

V. INITIAL PROBATIONARY PERIOD:

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All apprentices are subject to an initial probationary period, stated in hours or months of employment for which they receive full credit toward completion of apprenticeship. Advance credit/standing will not reduce the initial probationary period. The initial probationary period:

- Is the period following the apprentice's acceptance into the program and during which the apprentice's appeal rights are impaired. The initial probation must not exceed twenty percent (20%) of the term of apprenticeship unless an exemption by the WSATC has been granted for longer probationary periods as specified by Civil Service or law.
- Is the period that the WSATC or the supervisor of apprenticeship may terminate an apprenticeship agreement at the written request by any affected party. The sponsor or the apprentice of the apprenticeship agreement may terminate the agreement without a hearing or stated cause. An appeal process is available to apprentices who have completed the initial probationary period.

All apprentices employed in accordance with these Standards shall be subject to a probationary period of the first 500 hours of employment. During this probationary period, annulment of the apprenticeship agreement will be made by the Apprenticeship Committee upon request of either party and due written notice shall be given the Washington State Apprenticeship and Training Council of all suspensions or terminations of agreements and the attendant reasons.

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:

Supervision is the necessary education, assistance, and control provided by a journey-level employee that is on the same job site at least seventy-five percent of each working day, unless otherwise approved by the WSATC. The sponsor will assure that apprentices are under the supervision of competent and qualified journey-level workers on the job who are responsible for the work being performed, to ensure safety and training in all phases of the work. Apprentices will work the same hours as journey-level workers, EXCEPT where such hours may interfere with related/supplemental instruction. (see WAC 296-05-316(5))

- A. Each employer may employ one (1) apprentice for each of the first five (5) carpenters employed, but must employ one (1) apprentice when there are five (5) or more journey-level workers employed, per job site.**
- B. In addition to "A", each employer shall employ one (1) additional apprentice for each five (5) journey-level workers, per job site.**

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VII. APPRENTICE WAGES AND WAGE PROGRESSION:

The apprentice will be paid a progressively increasing schedule of wages based on specified percentages of journey-level wage consistent with skills acquired. These may be indicated in hours or monthly periods set by the sponsor. The entry wage will not be less than the minimum wage prescribed by the Fair Labor Standards Act, where applicable, unless a higher wage is required by other applicable federal law, state law, respective regulations, or by collective bargaining agreement.

The sponsor may accelerate, by an evaluation process, the advancement of apprentices who demonstrate abilities and mastery of the occupation to the level for which they are qualified. When the apprentice is granted advanced standing the sponsor must notify the employer/training agent of the appropriate wage per the wage progression schedule specified in these Standards.

CARPENTER:

Step	Number of hours/months	Percentage of journey-level rate
1	0000 - 1000 hours	60%
2	1001 - 2000 hours	65%
3	2001 - 3000 hours	70%
4	3001 - 4000 hours	75%
5	4001 - 5000 hours	80%
6	5001 - 6000 hours	85%
7	6001 - 7000 hours	90%
8	7001 - 8000 hours	95%

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VIII. WORK PROCESSES:

The apprentice shall receive on the job instruction and experience as is necessary to become a qualified journey-level worker versed in the theory and practice of the occupation covered by these Standards. The following is a condensed schedule of work experience, which every apprentice shall follow as closely as conditions will permit.

Employers/training agents shall only use registered apprentices to perform the work processes as stated in this section. (WAC 296-05-003 - Definitions)

<u>A. Carpenter</u>	<u>Approximate Hours</u>
1. Care and use of tools and woodworking machinery.....	325 - 500
2. Form building..... Build and place straight concrete forms, irregular concrete forms, concrete forms for stairways and floors, walls and columns	780 - 1200
3. Rough framing Floor, wall, roof, stair, scaffolding, etc., on both house and heavy construction. Roof covering	780 - 1200
4. Layout Batterboards, partitions, doors and windows, box-cut in concrete walls	325 - 500
5. Outside Finishing Application of door and window trim. Fit and sand doors and windows. Application of all exterior finishes and related trim	520 - 800
6. Inside Finishing Application of door and window trim. Fit and sand doors and windows. Application of baseboards and moldings. Construction and setting of cases, wardrobes, stairwork. Flooring. Application of hardware and fittings to exterior and interior of building, doors and windows.	975 - 1500
7. Welding	325 - 500
8. Plastics and resilient	195 - 300
9. Acoustics and Drywall (Ceilings).....	325 - 500

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Layout, cutting, assembly and installation of all materials
and component parts

- a. Hangers, channels, furring and backing boards
- b. Bars: main tees, cross tees, splines
- c. Stiffeners and braces
- d. Ceiling angles or moldings
- e. Finish ceiling materials
- f. Items of local practices

10. Acoustics and Drywall (Walls and partitions)..... 325 - 500

- a. Floor and ceiling runners
- b. Studs, stiffeners, bracing, fireblocking
- c. Resilient and furring channels
- d. Layout, framing, enclosing and trimming of door frames, window frames, vents, light wells, and other openings.
- e. Wall angles and moldings
- f. Studless and laminated installations
- g. Thermal and sound insulation
- h. Installation of backing and finish materials
- i. Fireproofing of columns, beam and chases
- j. Items of local practices

11. Miscellaneous..... 260 - 400

Safety, scaffolding, walkways, shoring, sheds, protection,
etc.

**12. Asbestos abatement and other hazardous material handling
and disposal 65 - 100**

TOTAL HOURS: 5200 - 8000

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IX. RELATED/SUPPLEMENTAL INSTRUCTION:

The apprentice must attend related/supplemental instruction. Time spent in related/supplemental instruction will not be considered as hours of work, and the apprentice is not to be paid for time so spent, unless otherwise stated in these Standards.

The sponsor/training agent must provide for instruction of the apprentice during the related/supplemental instruction in safe and healthful work practices in compliance with the Washington Industrial Safety and Health Act, and applicable federal and state regulations.

In case of failure on the part of any apprentice to fulfill this obligation, the sponsor has authority to take disciplinary action (see Administrative/Disciplinary Procedures section).

Clock hours of actual attendance by the apprentice in related/supplemental instruction classes at the community/technical college or other approved training locations shall be reported to L&I on a quarterly basis for verifying attendance and industrial insurance purposes.

For industrial insurance purposes, the WSATC will be considered as the employer should any apprentice, not being paid to attend, sustain an injury while participating in related/supplemental classroom activity, or other directly related activity outside the classroom. The activities must be at the direction of the instructor.

The methods of related/supplemental training must consist of one or more of the following:

- ☒ Supervised field trips
- ☐ Approved training seminars
- ☐ A combination of home study and approved correspondence courses
- ☒ State Community/Technical college
- ☐ Private Technical/Vocational college
- ☐ Training trust
- ☐ Other (specify):

160 Minimum RSI hours per year, (see WAC 296-05-305(5))

Additional Information:

NONE

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X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

Sponsors may include in this section requirements and expectations of the apprentices and training agents and an explanation of disciplinary actions that may be imposed for noncompliance. The sponsor has the following disciplinary procedures that they may impose: Disciplinary Probation, Suspension, or Cancellation.

Disciplinary Probation: A time assessed when the apprentice's progress is not satisfactory. During this time the program sponsor may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take further disciplinary action. A disciplinary probation may only be assessed after the initial probation is completed. During the disciplinary probation, the apprentice has the right to file an appeal of the committee's action with the WSATC (as described in WAC 296-05-009).

Suspension: A suspension is a temporary interruption in progress of an individual's apprenticeship program that may result in the cancellation of the Apprenticeship Agreement. Could include temporarily not being allowed to work, go to school or take part in any activity related to the Apprenticeship Program until such time as the Apprenticeship Committee takes further action.

Cancellation: Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or sponsor. (as described in WAC 296-05-009).

A. General Procedures

1. Administrative Procedures

- a. The Apprenticeship Committee will make final determination as to qualifications of supervisor(s) of related work experience.**
- b. The Committee may accelerate or extend, through the evaluation process, the advancement of an apprentice in each and every pay period.**
- c. The hours of work for apprentices shall be the same as those of the journey-level workers.**
- d. No apprentice shall act as or be a contractor or employer.**
- e. An apprentice shall not act as a foreman.**
- f. The apprentices, regardless of wages received, shall be as such until he/she has passed the required examination and has been reclassified as a journey-level worker.**

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- g. Extended periods of unemployment will be construed as an unfulfilled training requirement, and the Apprenticeship Committee may place the apprentice in suspension until employment is regained.**
- h. A master record of the apprentice's work experience and related instruction shall be kept by the Apprenticeship Committee. This information is to be furnished by the employer, the apprentice and the school authorities. The record cards and all dates pertaining to the apprenticeship shall be the property of the Apprenticeship Committee.**
- i. All apprentices must be released from "on-the-job" commitments to attend scheduled related instruction.**
- j. An apprentice who shows an advanced proficiency on the job due to training received prior to entrance into the apprenticeship program may be eligible for re-evaluation after serving his/her probationary period. The request for re-evaluation must be presented to the Apprenticeship Committee before the 12th month of his/her apprenticeship is completed. It shall be the responsibility of the apprentice to prove past experience or training and the apprentice must be recommended for re-evaluation by his/her employer or immediate supervisor.**
- k. It shall be the apprentice's responsibility to maintain a progress record of work experience performed in accordance with the appropriate classification schedule. Such records shall be forwarded to the Apprenticeship Committee after they have been signed by the employer or an appropriate representative of the employer. The above records shall contain the apprentice's (a) name, (b) classification, (c) employer, (d) month and year of report, as well as hours of work performed.**
- l. There will be no discrimination in apprenticeship employment during apprenticeship including, but not limited to, job assignment, promotion, layoff, termination, rates of pay, or other forms of compensation, or conditions of work. All apprentices employed shall be subject to the same job performance requirements.**
- m. Classroom instructors shall keep an attendance record of apprentices' actual class hours. All records shall note tardiness and early departures.**
- n. It is the apprentice's responsibility to keep his/her current address on file with the committee and training center.**

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- o. The apprentice shall satisfactorily complete a final examination in both practical and related subjects before completion of apprenticeship.**
- p. An examination must be given the apprentice at the conclusion of each period, which must be successfully passed before advancing to the next period or a written report of successful progress from the employer, and the related training instructor may be accepted by the Apprenticeship Committee.**
- q. In the case of dissatisfaction between the apprentice and employer, either one has the right and privilege to appeal to the Apprenticeship Committee for such action and adjustment of such matters as come within these Standards.**
- r. A majority vote of the Apprenticeship Committee shall be final in all matters pertaining to training not in conflict with state and federal law or regulations.**
- s. An apprentice must have adequate transportation to the job.**
- t. All apprentices must procure prescribed tools as advancements occur.**
- u. All committee members shall be actively participating in the industry as an employer, supervisor, or employee.**
- v. Each apprentice shall be required to exercise the same diligence in related classroom work as he/she does in on-the-job training. The determination by the Apprenticeship Committee of an apprentice's progress and fitness for the trade shall be based in part on the proficiency shown in subjects covered in the related trade instruction as well as on the job.**

2. Disciplinary Procedures:

- a. Failure to show regular attendance at related classes will be deemed sufficient cause for the Apprenticeship Committee to drop the apprentice from the entire training program. Appearing late or leaving early, as reported by the training facility, is an absence.**
- b. An apprentice may be discharged from a contractor's employ for unsatisfactory work, improper conduct, indifference to the rules and regulations, or insubordination. Apprentices shall be informed of their work and related training obligations as stated in these Standards. The Committee shall notify the apprentices of any violations of the obligation and shall summon the apprentice to**

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appear before the Committee for review. Should circumstances warrant, the Committee may terminate the apprentice's agreement in conformance with WAC 296-05.

- c. Apprentices who have missed related instruction, as outlined in these Standards, will not be eligible for placement until such time as the requirement is satisfied.
- d. During the probationary period, apprentices who fail to attend scheduled classes may be dropped from the apprenticeship program.
- e. Apprentices who refuse work assignments are subject to disciplinary action, which may include cancellation of his/her apprenticeship agreement.

B. Local Apprenticeship Committee Policies

NONE

C. Complaint and Appeal Procedures:

All approved programs must establish procedures explaining the program's complaint review process. Complaints that involve matters covered by a collective bargaining agreement are not subject to the complaint review procedures in this section.

Complaint (after initial probation completed) – WAC 296-05-009 and 296-05-316(21)

Prior to: 20 days of intention of disciplinary action by a committee/organization

- Committee/organization must notify the apprentice in writing of action to be taken
- Must specify the reason(s) for discipline, suspension, or cancellation
- Decision will become effective immediately
- Written reason(s) for such action will be sent to the apprentice

Within: 30 days request for reconsideration from the committee

- Apprentice to request local committee to reconsider their action

Within: 30 days of apprentice's request for reconsideration

- Local committee/organization must provide written notification of their final decision

If apprentice chooses to pursue the complaint further:

Within: 30 days of final action

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- Apprentice must submit the complaint in writing to the supervisor (L&I)
- Must describe the controversy and provide any backup information
- Apprentice must also provide this information to the local committee/organization

Within: 30 days for supervisor to complete investigation

- If no settlement is agreed upon during investigation, then supervisor must issue a written decision resolving the controversy when the investigation is concluded

If the apprentice or local committee/organization disputes supervisor decision:

Within: 30 days of supervisor's decision, request for WSATC hearing

- Request must be in writing
- Must specify reasons supporting the request
- Request and supporting documents must be given to all parties
- WSATC must conduct the hearing in conjunction with the regular quarterly meeting

Within: 30 days after hearing

- WSATC to issue written decision

XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION

NOTE: The following is an overview of the requirements associated with administering an apprenticeship committee and/or program. These provisions are to be used with the corresponding RCW and/or WAC.

The sponsor is the policymaking and administrative body responsible for the operation and success of this apprenticeship program. A committee is responsible for the day-to-day operations of the apprenticeship program and they must be knowledgeable in the process of apprenticeship and/or the application of Chapter 49.04 RCW and Chapter 296-05 WAC. Sponsors must develop procedures for:

- A. Committee Operations (WAC 296-05-316): (Not applicable for Plant Programs)
- Convene meetings at least three times per year of the program sponsor and apprenticeship committee attended by a quorum of committee members as defined in the approved Standards. If the committee does not indicate its definition of quorum, the interpretation will be “50% plus 1” of the approved committee members. Conference call meetings may be conducted in lieu of regular meetings but must not exceed the number of attended meetings and no disciplinary action can be taken during conference call meetings.

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B. Program Operations (Chapter 296-05 WAC - Part C & D):

1. The sponsor will record and maintain records pertaining to the local administration of the apprenticeship program and make them available to the WSATC or its representative on request.

Records required by WAC 296-05-400 through 455 (see Part D of Chapter 296-05 WAC) will be maintained for five (5) years; all other records will be maintained for three (3) years.

2. The sponsor will submit to L&I through the assigned state apprenticeship coordinator the following list:

Forms are available on line at <http://www.LNI.wa.gov/scs/apprenticeship> or from your assigned apprenticeship coordinator.

- Apprenticeship Agreement Card – within first 30 days of employment
 - Authorization of Signature - as necessary
 - Authorized Training Agent Agreements (committee approving or canceling) – within 30 days
 - Apprenticeship Committee Meeting Minutes – within 30 days of meeting (not required for Plant program)
 - Change of Status – within 30 days of action by committee, with copy of minutes
 - Journey Level Wage – at least annually, or whenever changed
 - Revision of Standards and/or Committee Composition - as necessary
 - RSI (Quarterly) Reports:
 - 1st quarter: January through March, by April 10
 - 2nd quarter: April through June, by July 10
 - 3rd quarter: July through September, by October 10
 - 4th quarter: October through December, by January 10
3. Adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these Standards that must be submitted for L&I approval and updating these Standards. The L&I apprenticeship program manager may administratively approve requests for revisions in the following areas of the Standards:
 - Program name
 - Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
 - Section VII: Apprentice Wages and Wage Progression
 - Section IX: Related/Supplemental Instruction
 - Section XI: Committee - Responsibilities and Composition (including opening statements)
 - Section XII: Subcommittees
 - Section XIII: Training Director/Coordinator

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C. Management of Apprentices:

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the sponsor, who will then register the agreement, with L&I before the apprentice attends the related/supplemental instruction classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by L&I.

L&I must be notified within 30 days of program approval, of all requests for disposition or modification of agreements, with a copy of the committee minutes approving the changes, which may be:

- Certificate of completion
 - Additional credit
 - Suspension (i.e. military service or other)
 - Reinstatement
 - Cancellation and/or
 - Corrections
2. Rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.
 3. Periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of such advancement will be the record of the apprentice's progress on the job and during related/supplemental instruction.
 4. The sponsor has the obligation and responsibility to provide, insofar as possible, continuous employment for all apprentices in the program. The sponsor may arrange to transfer an apprentice from one training agent to another, or to another sponsor when the sponsor is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of experience necessary for training and experience in the various work processes as stated in these Standards. The new sponsor or training agent will assume all the terms and conditions of these Standards. If, for any reason, a layoff of an apprentice occurs, the apprenticeship agreement will remain in effect unless canceled by the sponsor.
 5. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the sponsor approves, participate in related/supplemental instruction, subject to the apprentice obtaining and providing to the sponsor written requested document/s for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training.
 6. Hear and adjust all complaints of violations of apprenticeship agreements.

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7. Upon successful completion of apprenticeship, as provided in these Standards, and passing the examination that the sponsor may require, the sponsor will recommend that the WSATC award a Certificate of Completion of Apprenticeship. The program will make an official presentation to the apprentice that has successfully completed his/her term of apprenticeship.

D. Training Agent Management:

1. Offer training opportunities on an equal basis to all employers and apprentices. Grant equal treatment and opportunity for all apprentices through reasonable working and training conditions and apply those conditions to all apprentices uniformly. Provide training at a cost equivalent to that incurred by currently participating employers and apprentices. Not require an employer to sign a collective bargaining agreement as a condition of participation.
2. Determine the adequacy of an employer to furnish proper on-the-job training in accordance with the provisions of these Standards. Require all employers requesting approved training agent status to complete an approved training agent agreement and comply with all federal and state apprenticeship laws and the appropriate apprenticeship Standards.
3. Submit approved training agent agreements to the department with a copy of the agreement and/or the list of approved training agents within thirty days of committee approval. Submit rescinded approved training agent agreements and/or the list of approved training agents to the department within thirty days of said action.

E. Composition of Committee: (see WAC 296-05-313)

Apprenticeship committees must be composed of an equal number of management and non-management representatives composed of at least four members but no more than twelve. If the committee does not indicate its definition of a quorum, the interpretation will be "50% plus 1" of the approved committee members.

Apprenticeship committees shall elect a chairperson and a secretary who shall be from opposite interest groups, i.e., chairperson-employers; secretary-employees, or vice versa; EXCEPT, this does not apply where the Registration Agency represents the apprentice(s).

For plant programs the WSATC or the department designee will act as the employee representative.

The Apprenticeship Committee shall be composed of equal members representing employers of the industry.

INLAND NORTHWEST CHAPTER ASSOCIATED GENERAL CONTRACTORS
CARPENTERS APPRENTICESHIP COMMITTEE

Quorum: **SEE ABOVE**

Program type administered by the committee: **GROUP NON-JOINT**

The Employer representatives shall be:

Terry Martin, Chair
2110 N. Fancher
Spokane, WA 99212

Randy Zutter
2110 N. Fancher
Spokane, WA 99212

Frank Venzke
2110 N. Fancher
Spokane, WA 99212

The Employee representatives shall be:

Carl Clausen, Secretary
2110 N. Fancher
Spokane, WA 99212

Dave Lemley
2110 N. Fancher
Spokane, WA 99212

Rick Thorpe
2110 N. Fancher
Spokane, WA 99212

XII. SUBCOMMITTEE:

Subcommittee(s) approved by L&I, represented equally from management and non-management, may also be established under these Standards, and are subject to the main committee. All actions of the subcommittee(s) must be approved by the main committee.

NONE

XIII. TRAINING DIRECTOR/COORDINATOR:

The sponsor may employ a person(s) as a full or part-time training coordinator(s)/training director(s). This person(s) will assume responsibilities and authority for the operation of the program as are delegated by the sponsor.

Don McKenzie
2110 N. Fancher
Spokane, WA 99212